Providing opportunity for Submitting representation to the employees who have been awarded below “Very Good” Grading in their last three years APARs (for the purpose of MACPs)

A copy of the Board’s No. E(NG)I-2018/CR/2 dated- 27.02.2018 on the above quoted subject is forwarded herewith for information, guidance and necessary action.

Encl: As above,

Dy.Chief Personnel Officer(IR&W)
For Pr. Chief Personnel Officer

1) महामान्यक के सचिव/पूर्व टट रेलवे, श्रवणेश्वर
2) मुखाधिक/मुखाधि(प्रशा.), उप म.प्र, अध्यक्ष(रेलवे अंतर्गत) प्रक्रिया
3) उप मुखाधि(सू.प्रो.), उप मुखाधि (ऑ.सं.एवं कल्याण), वकाधि(इंजी.)
4) वकाधि(मुख्य.), वकाधि(स्टेटफ.), वकाधि(सार्वजनिक न्यायालय)
5) मुखाधि के निजी सचिव/सह.कार्यकारी अधिकारी (मुख्या.1), सहा.कार्यकारी अधि.(कल्याण), सहा.कार्यकारी अधि.(बिल), सहा.कार्यकारी अधि.(अंतर्गत)
GOVERNMENT OF INDIA
MINISTRY OF RAILWAYS
(RAILWAY BOARD)

No E(NG)I-2018/CR/2

New Delhi, dated 27.02.2018

The General Managers (P)
All Zonal Railways and Production Units.
(As per standard list).

Sub - Providing opportunity for submitting representation to the employees who have been awarded below "Very Good" Grading in their last three years' APARs (for the purpose of MACPs)

As the Railways are aware, based on recommendations of the 7th CPC, the benchmark for grant of MACPs benefit has been enhanced from "Good" to "Very Good" w.e.f 25.07.2016, for which, three (03) years' APARs are taken into consideration. The step has debarred certain number of staff from this financial upgradation.

2 Since the earlier "Good" benchmark for MACPs was applicable upto 25.07.2016, the employees having "Good" Grading in their APARs for the previous three years before 25.07.2016 may not have had a reason to represent against the Gradings given, as they met the then prescribed criteria of benchmarking for MACPs. Now since the benchmark for MACPs has been raised to "Very Good", there seems a justification to allow the employees having "Good" or below Grading for a period of three years' APAR Grading immediately preceding the cut off date ibid an opportunity to represent against the same.

3 Considering the above and the demand raised by both Federations e.g AIRF & NFIR to this effect, Board have decided that the employees who had been awarded "Good" or below Grading in their previous three years APARs (for years 2014-2015, 2015-2016 and 2016-2017) may be given a chance, as a one time measure, to represent against the same within 30 days from communication of this order. The representation submitted by such employees may be considered and decided by the Accepting Authority and, in case where the accepting authority has demanded office for whatever the reason it may be, by the authority higher than accepting authority within a period of 30 days in terms of Board's letter No. E(NG)I-91/CR/2 dated 10.06.1993. This dispensation has been made for the purpose of MACPs only and may be given wide publicity among the officials concerned.

Please acknowledge receipt.

Hindi version shall follow.

(M.K. Meena)
Deputy Director, Estt (N)
Railway Board